

About this guide

This guide provides tips and insight to help system leaders consider what is needed to plan for and achieve a successfully integrated workforce.

It is aimed at ICS workforce leads, chief people officers, directors of adult social services (DASS), chief executives, human resource (HR) directors, elected members including adult social care (ASC) portfolio holders and chairs of health and wellbeing boards, and those who are responsible for integrated workforce thinking across health and social care.

It has been produced in partnership with NHS Employers, Skills for Care (SFC), and the Care and Health Improvement Programme, which is a collaboration between the Local Government Association (LGA) and Association of Directors of Adult Social Services (ADASS).

This guide will help you to:

- understand what is meant by integrated thinking across systems and how it can support the development of integrated workforce plans
- understand what data is helpful in informing a good integrated workforce plan
- learn from examples and tips from ICSs that have had success with integrating across their systems
- find external resources on integrated workforce planning.

We recognise that every ICS will be at a different place in their journey to developing a fully integrated workforce plan. This guide has been written to support you in whatever stage you have reached.



